

June 23, 1983

M E M O R A N D U M

TO: Boston Redevelopment Authority
FROM: Robert J. Ryan, Director
SUBJECT: Proposed Salary Increases

Today I am pleased to be able to bring to you the attached list of recommendations for merit raises for the BRA staff. This will be the first time since October of 1980 that merit raises have been proposed for staff. During that period of time the Authority faced the financial realities of Proposition 2½ and Reagan's "New Federalism". The Authority cut its staff 50% to 180 people. Those who remained accepted additional pressures to get the job done, and it has been well done. Each year the Authority's activities add over \$20 million in new tax revenues, provide necessary planning activities for the City and manage community development improvements.

The effort of staff must be recognised if we expect them to continue the professional quality work they are presently producing. The raises recommended today are a result of a process begun in January of this year. During January and February all staff were evaluated by their supervisors. At the completion of that process, each supervisor met with the Director of Personnel and the Deputy Director for Finance and Administration to discuss merit raise recommendations within the constraints of limited funds. To the greatest extent possible, these raises represent the recommendations of supervisors. The merit raises average 7%, an amount which is affordable for the Authority and provides recognition of the hard work done by many staff.

NAME =====	TITLE =====	PRESENT SALARY =====	PROPOSED SALARY =====
ADAMS, BASIL A	CONTRACT MANAGER	32,787	34,287
ALLEN, SUSAN	DEP.DIR POLICY/PLANNING	41,005	42,000
ALVES, LISA M	WORD PROC. TECH. III	13,244	14,744
ARNOLD, ROBERT F	SR.ADM.ASST.I	24,402	25,400
BAILEY, MARTHA	SR.PRJ COORD/PP/COL.PT	34,819	36,819
BAKER, DAVID L	PROJ.COOR.FEN/ROX/CAMPHIG	32,737	33,737
BAKER, WILLIAM T	ASST.COOR.FEN/ROX/CAMPHIG	25,809	26,809
BARBATO, WILLIAM R	CHIEF PROJ.ENG.	34,309	36,300
BARD, JILL S	WPC MANAGER	17,362	20,000
BARTOSIAK, MICHAEL A	PROJ.COOR.OPEN SPACE	27,005	29,500
BEATON, JOHN J	TECHNICIAN	16,196	17,200
BENNETT, LINDA S	ENVIRO. PLANNING SPEC.	23,271	25,770
BROUILLARD, ANNE M	SR.PERSONNEL ASST.	23,271	25,270
BROWN, GARY R	PLANNING OFF II	25,762	27,362
BROWN, JEFFREY P	ECONOMIC ANALYST	22,191	23,191
BROWN, MARGARET M	ASST.GENERAL COUNSEL	27,158	32,000
CAHILL, RALPH F	ASST.GENERAL COUNSEL	27,158	31,150
CARLAW, CHRISTOPHER B	DEP.DIR.DEVELOPMENT	41,005	42,000
CARROLL, ANNE F	ADM ASST.II	17,755	18,755
CARROLL, CATHERINE A	ADM.ASST III	17,988	19,490
CHANNELL, STEPHEN K	ACCT II (SENIOR ACCOUNTANT	19,255	20,855
CLARK, BEVERLEE I	SR.ADM.ASST.I	19,255	20,255
CLARK, DOLORES I	RELOC.SPEC.	19,998	21,500
COLLINS, ELLEN	PLANNING OFFICER I	22,191	24,691
CONDO, WILLIAM P	PROJ.COORD.THEATRE DIST.	34,819	35,820
CONVELLY, KATHLEEN M	SR. PURCHASING ASST.	12,854	17,000
CONNOR, NANCY E	ADM.SECY	16,196	17,196

NAME =====	TITLE =====	PRESENT SALARY =====	PROPOSED SALARY =====
COSTA, WILLIAM A	DIR/GRAPHIC DESIGN	37,800	41,500
DALY, THOMAS P	CHIEF RELO.OFFICER	29,809	31,309
DANENBARGER, MARYBETH	DIRECTOR OF PERSONNEL	37,800	40,300
DEVINE, ROSE E	ADM.CLERK	16,196	17,396
DINNEEN, ALICE E	OFFICE MANAGER	31,237	33,737
DOHERTY, MARY J	PERSONNEL ASST.	17,161	18,161
DONNELLY, OWEN E	SR.PROJ COORD.N.STA	36,720	37,720
DOWNNEY, ROBERTA A	ASST.MGR.WPC	17,161	18,660
DWYER, EDWARD C	DIRECTOR PROPERTY MANAGEM	31,237	32,750
ERICKSON, ROGER C	SR.LANDSCAPE ARCHITECT	24,565	27,065
FARIA, MARIA E	ADMINISTRATIVE ASST.	23,426	25,426
FENN, SANDRA E	ARCHITECT IV	20,187	22,187
FITZGERALD, JOHN I	CHIEF NEGOTIATOR	24,402	25,402
FITZPATRICK, WILLIAM A	ASST.DIR.PR&P.MGMT	24,660	27,160
FLAHERTY, LAWRENCE J	CHIEF ACCOUNTANT I	25,809	26,809
FLEBOTTE, PAUL W	ASST/OPEN SPACE COORD.	19,075	20,275
GANNON, TERESA M	ADM.ASST IV	18,198	20,000
GANZ, ALEXANDER	DIRECTOR OF RESEARCH	44,899	46,400
GARVER, RICHARD P	DEP.DIRECTOR FOR COMM.DEV	41,040	44,540
GEORGE, JOSEPH H	ASST.PROJ COORD/OPEN SPAC	19,075	21,575
GREIFELD, JOAN C	ADMINISTRATIVE SECRETARY	13,120	14,870
GYAMFI, MYRTLE A	ADM.SECY	16,940	17,940
HAMROCK, MARIAN R	DATA PROCESSING MGR	19,255	21,255
HARRIS, MILDRED V	ADM CLERK III	13,998	15,000
HEALY, NORA B	SR.SWITCHBOARD OPERATOR	14,448	15,948
HILDEBRAND, MARGUERITE S	ADM ASST.III	17,161	18,161
HONG, RICHARD C	CHIEF PROJ.ENG.	31,287	32,787

NAME =====	TITLE =====	PRESENT SALARY =====	PROPOSED SALARY =====
HOWARD, ALFRED R	CHIEF TRANS.PLAN.OFF	37,931	39,931
HOWELL, BARBARA	CLERK	12,896	13,896
HURLEY, KEVIN J	TECHNICIAN III	16,920	19,420
HURNEY, DENNIS G	SR.ADM.ASST III	27,104	29,000
JACKLIN, LEON V	TRANS.PLAN OFF. II	23,426	24,926
JACOBSON, PHYLLIS M	ADMINISTRATIVE SEC	14,819	15,819
JANJIGIAN, ARAXI H	SETTLEMENT CLERK	19,255	20,755
JOHNSON, REGINALD L	CONTRACT COMPLIANCE OFFIC	45,360	46,360
JOHNSON, SHEILA	ADMINISTRATIVE CLERK	13,998	14,998
KEARNEY, MICHAEL E	CLERK	21,982	22,982
KELLIHER, FRANCIS X	CHIEF ACCOUNTANT I	25,809	27,809
KENEALLY, GERALD J	SITE OFFICE MGR III	21,165	22,165
KENNEDY, JOHN W	NAVY YARD SITE MGR	31,287	33,287
KROIN, ROBERT	SENIOR ARCHITECT	35,961	36,961
LANDRUM, ADRIENNE L	ADM.SECY	15,984	16,984
LEWIS, MAJOR H	ASST PROJECT COORD..	24,565	25,865
MARIANO, GENE A	ADM.ASST IV	20,966	21,966
MARTIGNETTI, DAVID A	CARTOGRAPHER IV	19,255	20,255
MCAULIFFE, EDWARD P	RELOC.SPEC IV	18,198	20,698
MCBRIEN, HUGH F	TECH IV	23,271	24,271
MCCALL, JOSEPHINE P	RELOC.SPEC	18,198	20,698
MCCANN, PAUL L	EXEC.ASSIST	41,904	46,000
MCGRATH, WILLIAM E	SR.ADM.ASST III	27,104	28,104
MCLENNAN, BERNICE C	ADM ASST.III	17,161	22,000
MEALEY, MARY E	ADM.ASST IV	20,966	22,000
MEMOLO, RALPH	PUBLIC INFO OFF.	33,384	36,084
MENDES, WILLIAM J	PROJ.COORD-SE	31,237	33,737

NAME =====	TITLE =====	PRESENT SALARY =====	PROPOSED SALARY =====
MERTENS, RICHARD S	DIR.SPEC PROJ PLAN	29,690	30,690
MASIAN, MARDIROS	CARTOGRAPHER IV	23,271	24,271
MONTERIO, MURIEL A	FAMILY RELOC.SUP.	23,515	24,515
MOON, DANIEL B	GRAPHIC DESIGNER IV	19,255	21,755
MULHERN, JOHN F	GENERAL COUNSEL	38,759	40,759
NEITZ, PETER E	SR.TECHNICIAN	19,768	20,768
NICK, DAVID M	BUDGET DIRECTOR	30,240	32,740
NOONAN, JOSEPH	COMPTROLLER	38,880	40,380
NORVIN, RITA	EXECUTIVE SECRETARY	22,191	25,691
ORMISTON, MARY C	ADM ASST IV	20,966	21,966
ORPIN, WALLACE B	DIRECTOR/ENGINEERING	36,475	39,475
PAVLIS, BEATRICE D	ADM CLERK III	13,998	15,000
PEARMAIN, PIERCE	SR.TECHNICIAN	17,988	18,988
PENTA, ALFRED F	TECHNICIAN JII	19,786	21,786
REILLY, WILLIAM A	COORD.S.COVE&CHASN	30,707	31,707
RIDDICK, JOSEPHINE	ADMINISTRATIVE CLERK	11,722	12,722
ROBINSON, KIMBERLY A	ASST.PROJ.COORDINATOR	22,340	23,840
SALTERS, RONALD P	ACCOUNTANT I	16,940	20,040
SARAVELAS, THOMAS	SR.TECHNICIAN	21,982	23,482
SARTORIO, THERESA A	ADM.ASSIST II	16,940	18,440
SAYERS, JOHN T	WTFRT &GOVT CTR COORD.	31,287	32,287
SCALFANI, KATHERINE A	ADM SECY	15,288	16,288
SLTON, MARY A	WPC TECHNICIAN	14,630	15,630
SIMONIAN, KANE	EXECUTIVE DIRECTOR	53,313	57,013
SIMS, LUCILE C	DEP.DIR ZONING	25,762	27,262
SMITH, JOAN E	DIR FAM RELOC	37,903	39,400
SMITH, RITA M	LIBRARY ASST	17,362	18,362

NAME =====	TITLE =====	PRESENT SALARY =====	PROPOSED SALARY =====
STAM, PETER J	DEP DIR FIN. & ADM.	39,500	42,000
STODDARD, HARRY G	CHIEF GENERAL COUNSEL	36,720	41,000
TOMASZ, JOHN M	CHIEF PROJECT ENG.	29,690	31,490
TRIETSCH, DAVID M	HOUSING PLNG SPECIALIST	24,565	27,065
TWOHIG, PATRICIA M	ASST RE LAND DISP OFF	34,309	36,300
WICKERS, MAXINE M	ADM. SECRETARY	14,448	15,448
WALL, CYNTHIA A	CAPITAL BUDGET MGR.	24,565	26,565
WALLING, JOSEPH A	ASST. ZONING OFFICER	21,982	23,482
WARNER, MARIE C	AFFIRMATIVE ACTION AUD.	31,237	32,237
WELBY, MARIE E	ADMIN. CLERK II	13,244	14,244
WENNIGER, MACE L	DIR DEV. PLAN & ZON	33,302	35,302
WITNEY, DAVID	ASST. GEN. COUNSEL	33,873	35,873
WINSTON, GEORGE A	CONTRACT COMPLIANCE	35,806	36,806
WONG, KWON SHU	TECHNICIAN I	13,244	14,244
WORONOFF, BERNARD	SR. ADM. ASST I	22,191	23,691
YEE, GINNY M	ADMINISTRATIVE SECRETARY	11,722	13,222
ZAMBUTO, JOANNE M	ADM ASST. II	16,940	17,940
ZEIGLER, PHILIP L	DIRECTOR/PLANNING	38,876	42,000